



2014 Accomplishments Report





Mission

To provide quality services to make Durham
a great place to live, work, and play.



Vision

Durham is the leading city in providing an
excellent and sustainable quality of life.



Purpose

Durham Parks and Recreation provides
opportunities for our community to play more.



Table of Contents

Recreation Advisory Commission

Table of Contents:

Message from the Director	4
Master Plan	5
Strategic Plan	6
Grants & Donations	7
Renovations & Development	8
1/2 Penny for Parks & Trails	12
Community Partnerships	13
Programs	17
Events	21
National Awards/Recognition	25
State & Local Awards	27
RAC	29
Professional Staff	30
Staff Development	32
Employee Recognition/Awards	33
Employee Appreciation	36

Omar Beasley, Mayor's Appointee,
Vice Chair
Catherine Brennan
Gene Carleton
Marge Clemmons
Loren S. Darden
Ronnie Ferrell
David Green
Cheryl LeMay, Chair
Steve Schewel, Council Representative
Susan Taylor

Selected by the NCRPA as recipients of the



Executive Team

Rhonda B. Parker, CPRP
Director

Joy Guy, CPRP
Assistant Director

Beth Timson, AICP
Assistant Director

Jason Jones, CPRP
Assistant Director

Cover Photos: (clockwise, from top left)
Operations Center, Administrative Office,
Leigh Farm House, Armory Ballroom



Rhonda B. Parker, CPRP
Director

Message from the Director

2014 was a banner year for DPR in so many ways

In July, City Council approved a half-penny tax dedicated to long-deferred maintenance on items such as driveways and parking lots needing paving, park restrooms in need of renovation, damaged fencing, and the many other amenities in the parks. DPR now has a crew dedicated to ball field maintenance and increased mowing, and GSD has a crew dedicated to basic maintenance of park landscaping and to the trails. Facility Maintenance Technicians are inspecting all

parks regularly and handling minor repairs. This dedicated funding is making a huge difference in the park and trail facilities that the residents of Durham value and utilize. The residents of Durham made it very clear in the Resident Satisfaction Survey that parks and recreation facilities and recreation programs were a priority to them and the quality of life they want for themselves and their families.

Staff provided a park restroom assessment report, an inventory and condition assessment of driveways and parking lots at parks and recreation facilities, and a playground safety surfacing assessment to direct the first year's allocation of this deferred maintenance funding. An almost-completed assessment of the City's indoor and outdoor pools will direct funding for necessary repairs and upgrades of those facilities in the next year. And staff from DPR are working with other City departments to come up with a plan to direct maintenance and upkeep of the City's greenway system.

A new restroom was installed in Duke Park to replace the aged and outdated one that had long passed its useful life. The renovation of the storm drainage system and the installation of the new athletic field at Old North Durham Park were completed. Tennis courts at Whippoorwill Park were resurfaced, and the courts at Garrett Road Park received new lighting. The athletic fields that are shared with the Durham Public Schools were opened at the Snow Hill Road Park site, and renovations at the historic Leigh Farm Park were completed and the park opened for public use. Thanks to joint work by the City and a group of dedicated volunteers, Sandy Creek Park received a Golden Leaf Award for its natural beauty.

The City of Durham was invited to participate in the second annual Playful City USA Leadership Summit. Each team was asked to present a Bold Goal and Big Idea that would significantly increase the "playability" of our City. The DPR-led team developed a plan to promote the use of elementary school playgrounds when school is not in session. This would not have been possible without the support of DPS, City Council, County Commissioners, and the City of Durham, with input from Channel ABC 11, EDCI, Alliance Behavioral Healthcare, Heery, and the Recreation Advisory Commission. In September, the NC Recreation and Park Association (NCRPA) notified DPR that Councilman Steve Schewel had been awarded the Distinguished Legislator of the Year award for the State of North Carolina. DPR nominated Councilman Schewel for his ideas and tireless efforts to advocate the ½ Penny Tax for Parks and Trails.

This report includes just a few of the many highlights of 2014 DPR Accomplishments. We would never finish this report if we named everything that was accomplished. One thing I can say is that none of this would be possible without the tireless efforts of all DPR Employees (FT, PT, and Seasonal). It is extraordinary talent, dedication, and TEAMWORK which make all of this possible. I would also be remiss if I didn't mention the hard work and efforts and, most of all, support from our City Council, City Manager, and the Recreation Advisory Commission. Thank you and enjoy your Fabulous Report. I look forward to this next year. There's no telling what we can accomplish together. Happy New Year!

Rhonda

Master Plan



Master Plan 2012-13

On August 19, 2013, City Council adopted DPR's 2013 Master Plan. The purpose of the 2013 Master Plan is the establishment of a guide to direct the operations of the Department of Parks and Recreation in facility development for the next ten years and in recreation programming for the next five years. The plan was developed in alignment with the City's and the Department's Strategic Plans and the City's and the Department's mission and vision.

In 2014, DPR began four Priority Program Initiative teams to focus on four programming areas identified in the Master Plan. The four initiatives included 1) Health and Wellness; 2) Teens; 3) Parks Connecting Neighbors; and 4) Marketing. The teams have worked to develop goals, objectives, and measures that will support the Master Plan and the department's Strategic Plans. Teams will continue to work to achieve these goals in 2015.

Four Program Initiatives:

Health & Wellness

Teens

Parks Connecting Neighbors

Marketing

DPR's Strategic Plan

DPR's Strategic Plan was initially approved by the City Manager on February 22, 2012. The Strategic Plan is our roadmap to getting to where we want to be as a department in two to three years. The City Management approved an updated plan on November 8, 2013. Our plan aligns the department with goals in the City's larger strategic plan.

Currently, our six priority initiatives are:

1. Enhance and expand marketing efforts to increase participation.
2. Investigate and implement techniques to reduce vandalism and increase perception of user and staff safety at parks and facilities
3. Diversify offerings to include activities in parks that are designed to strengthen communities.
4. Develop a parks non-profit organization.
5. Implement strategies related to the Employee Opinion Survey.
6. Implement Bar | Scan Technology to capture DPR's equipment inventory.

Below illustrates a few of the projects in progress or completed:

- Develop a park non-profit organization. Created bylaws for the non-profit, developed an information brochure about the non-profit and recruited initial board members.
- Taken the development and design of the seasonal Play More program guide in-house and increased the distribution to more households.
- Developed a Memorandum of Understanding between DPR and General Services to clearly define roles and responsibilities in Parks and Trails.
- Completed safety surfacing projects at C.M. Herndon and Cook Road Parks. The C.M. Herndon project included repairs to improve drainage, control erosion and install new Engineered Wood Fiber. The Cook Road project included removing the damaged tiles and installing new safety surfacing.
- Review and update DPR's compliance documentation for CAPRA.
- Increase the collection and use of data and best practices to achieve operational excellence in core programs

Grants & Donations

\$10,958

Grant Funding

\$93,523

Cash/In-Kind Donations

DPR collected \$19,729 in cash donations and \$73,794 in in-kind services to support programs and events.

NCCU, Department of Physics, in partnership with DPR has received a \$2,000 NC Space Grant award from NASA. Funding supported Astronomy programming with DPR's Outdoor Recreation unit. The first program took place on April 4 at Old North Durham Park as an official program of the NC Science Festival's statewide Star Party. NCCU contributed student volunteers and two large telescopes to the program.



2014 NC Horse Council Grant of \$5,000 to support the construction of a parking facility at the Scott King Road Access of the American Tobacco Trail. The planned facility will include pull through spaces for horse trailers.



The Carolina Panthers Charities awarded \$2,995 in support of the Challenger Flag Football program. This is the fifth consecutive year of funding for this program.



DPR has received a small grant (\$963) from the United States Tennis Association Southern Division for tennis lessons at Elmira Park.

Renovations & Development



Renovations & Development

- On October 11, DPR hosted the Leigh Farm Park Grand Opening. The development of this historic farm into a City park was made possible through a partnership with the State of NC, the owners of this original farm, three long-term partners in the park, Piedmont Wildlife Center, Durham Orange Recreational Disc Association, and Bountiful Backyards, as well as too many other organizations and individuals to name. The park's 82.8 acres are anchored by a seven acre historic core listed in the National Register of Historic Places. **(Photo 6)**
- The Maintenance unit moved to the new Park Operations Center in June 2014. The new facility, located adjacent to Southern Boundaries Park at the corner of Archdale Drive and Third Fork Road, provides a 10,000 square foot operations center which includes office space, break room, conference room, and a 4-bay garage for trailer and equipment storage. The facility also provides for on site grounds maintenance material storage.
- ADA renovations began on the DPR Administration building in 2013 and were completed in early 2014. Quick facts about the project:
 - ◊ The main entrance to the building has been moved to the Cleveland Street side, and is ADA compliant. Customers will no longer need to wait for assistance at a locked ADA entrance.
 - ◊ The new front desk area is much more efficient and customer oriented, with the Reservations office and Manager responsible for the front desk conveniently located behind. Lights above the old front desk area (now staff workspace) and the Athletics workspace have been replaced with more efficient lights.
 - ◊ Weather stripping was replaced on all second floor doors, which will help with temperature control.
 - ◊ A new ADA compliant water fountain was installed.
- Plans are underway for DPR to assume responsibility for the entire office building as Human Resources works to reunite their entire staff in City Hall. This much needed additional space will help ensure staff have adequate space to work.
- Work continued on the development of a City-wide physical asset inventory and condition assessment.
- Stream renovation work was completed in Northgate Park in February 2014.
- Grant-funded projects, including trail improvements and a bird blind, were completed by volunteers, including NC School of Science and Math students, at Sandy Creek Park. **(Photo 4)**

Renovations & Development, continued

- Whippoorwill Park tennis courts were renovated in the summer of 2014, and the courts at Garrett Road Park received new lighting.
- DPR staff has initiated work on a Maintenance and Operations (M&O) Plan for the trails system. Kickoff meeting included Dale McKeel from Transportation and Helen Youngblood from Planning (BPAC and DOST liaisons). This group will run focus group meetings with staff from General Services, Public Works, and Transportation to collect data on trail issues and possibilities. We anticipate completion of a plan by the end of the summer. Interviews with internal stakeholder groups for the Trails Operations and Maintenance Plan are nearly completed; work on compiling the plan, including costs and recommendations, should be completed by fall 2015. Staff presented a draft Trails Maintenance Plan to Deputy City Manager Ferguson; the information noted which department was responsible for each of the identified trail assets and what gaps in maintenance currently exist.
- DPR staff took several City Council members on a brief parks tour on March 28, 2014, to share with them some of the scope of maintenance concerns that impact City parks.
- DPR staff worked closely with General Services to select a consultant and complete the Swimming Pool Facilities assessment. The assessment will be completed in January 2015 and presented to City Council in February 2015.
- DPR completed the deconstruction/salvage of the house at 404 W. Lavender Avenue in conjunction with representatives of the Northgate Neighborhood Association and Preservation Durham.
- DPR and General Services staff met on May 7, 2014 to begin the development of criteria and procedures for the installation of History Groves in parks and on other City owned property. Both departments have received requests for assistance with this type of project and intend to be able to provide all interested residents and organizations with clear and consistent customer service while encouraging these projects to be sustainable.
- The Durham Armory renovations were completed in July 2014. The renovations included removing paint from brick walls to restore to original brick in ballroom, replacing the baseboards, repairing and refinishing the floor, patching and painting ceilings, painting throughout the building, and repairing flooring in other locations.

Renovations & Development, continued

- A new restroom was installed at Duke Park to replace the aged and outdated one that had long passed its useful life.
- General Services staff began contract work in 2014 to pave and/or repair driveways and parking lots at Spruce Pine Lodge, Whippoorwill Park (in conjunction with tennis court resurfacing project), Elmira Avenue Park, Rock Quarry Park, Sherwood Park, River Forest Park, Lyon Park, Solite Park, Rockwood Park, and Northgate Park (dog park driveway).
- IR Holmes, Sr. Recreation Center at Campus Hills parking lot was repaved in December 2014.
- Work is in progress for installation of lights at the two soccer fields at Snow Hill Road Park; installation of irrigation will immediately follow. DPR and the contractors have worked to accommodate Lucas Middle School's use on the two ball fields during the project.
- The west side playing area of Forest Hills Park was closed in October for renovation and repair of its turf.
- The Mountains-to-Sea Trail in the Durham/Orange Counties area was officially dedicated at a celebration at West Point on the Eno Park on October 19. Howard Lee, Chair of the Friends of the Mountains to Sea group, moderated the celebration and ribbon-cutting; officials from State Parks, Durham County, Orange County, and the City of Durham attended. Durham is the first county, outside the western mountains, in which the entire trail length has been completed. **(Photo 5)**
- Twin Lakes Park closed for replacement of the artificial turf on the soccer field October 27 - November 28, 2014. The park will be closed February - July, 2015 for further renovations, including installation of a new bathroom, installation of asphalt around the turf field, resurfacing of the basketball court, landscaping upfits, and installation of new fencing. **(Photo 1)**
- The playground safety surfacing material at Cook Road Park was replaced in November 2014. **(Photo 3)**
- Installation of the new gymnasium flooring at Weaver Street Recreation Center was completed by DPR Custodial staff. **(Photo 2)**
- At Old North Durham Park, the storm drainage system was renovated and installation of a new athletic field was completed.

1/2 Penny for Parks & Trails

The Durham City Council approved the budget for the Parks and Trails Maintenance Initiative (i.e. the ½ cent tax). The additional \$1.2 million revenue is a huge accomplishment and will have a major impact on our park and trail system.

Six Full-Time Staff for DPR (Advancement and job opportunities)

Addition of two FT maintenance technicians who will be responsible for inspecting all parks throughout the year to collect benchmark data for the Asset Management Plan that is in progress. These staff members will also be charged, with the two existing maintenance technicians, with making the everyday small repairs that show our parks are being cared for.

Addition of four FT park maintenance staff to include a crew chief, equipment operator, and two senior laborers. These positions will be responsible for improving the maintenance of our athletic fields and increasing the frequency of mowing.

Six Full-Time Staff for GS:

Addition of two full time staff to maintain the entire trail system including cleaning, mowing and blowing off the surface and pesticides. Work that is not performed by these workers (such as pavement repairs) will be redirected to the appropriate department.

Addition of four FT staff to provide landscaping services for all recreation centers and parks.

Maintenance funds for parks for fencing, repairs of surfaces, equipment replacement/repair (grills, picnic tables, benches, restrooms, water fountains, etc.) This funding will be about \$400,000 the first year and will likely average \$600,000 in subsequent years.

DPR will now have a deferred maintenance list and process. All requests will be separated from other City facility needs. The projects will be ranked according to DPR's knowledge of priorities identified by the City Manager, City Council, RAC, and DPR staff. In the past, safety/health issues such as the DPD, DFD, building roofs and HVAC systems were given a higher priority in the overall City facility rankings.

Community Partnerships



Community Partnerships

- The partnership between DPR and Duke Healthy Lifestyles Clinic's Bull City Fit continued in 2014 at the Edison Johnson Recreation Center. The program was recognized as an innovative idea to combat the childhood obesity epidemic by the *American Journal of Preventive Medicine*. The program was selected second out of 25 national nominees as a model partnership between a health care provider and a community organization.
- DPR entered into an agreement with East Durham Children's Initiative for their usage of the East Durham Recreation Center. Programming is scheduled to begin in the facility in January 2015.
- DPR leased the W. I. Patterson Recreation Center to D3 Community Outreach, Inc. for programming. Programming is scheduled to begin in 2014.
- In May 2014, a three-year lease of the T.A. Grady Recreation Center to Durham Housing Authority was executed. DHA began programming in the facility immediately.
- The Third Amendment to the Inter-local Agreement for the Joint Renovation and Use of the Holton School has been approved by the Durham Board of Education and Durham County Commissioners. Durham City Council approved this amendment on December 16, 2013.
- DPR continued the partnership with KidzNotes at Holton Career and Resource Center, approving their usage of additional space in the fall of 2014. KidzNotes had their end of school concert at Holton on May 17, 2014 with over 600 people in attendance. KidzNotes also held their Winter Concert event on December 13, 2014 at the Holton Career and Resource Center. It was a huge day for the kids and their families.
- Let's Move Cities and Towns has updated Goal III, Smart Servings for Students to include Before and After School programs and Summer Camps. A webinar was held on July 9, 2014 to introduce the new benchmarks for this goal. DPR Administrative Offices hosted the webinar for DPR After School/Camp programs and extended an invitation to the Obesity and Chronic Illness Committee of the Partnership for a Healthy Durham.
- School House of Wonder joined DPR staff for a park clean-up at West Point on the Eno Park in May 2014.

Community Partnerships, continued

- Approximately 100 incoming students volunteered for Duke BUILD week at Sandy Creek Park. Two BBQ grill pits were dug, concrete for the first pit was poured, sign posts were installed, and mulch was spread. **(Photo 1)**
- Volunteers from NCSU used GPS to map and designate the entire American Tobacco Trail in ¼ mile marks. They will send their data to all jurisdictions when compiled. This work is in advance of installation of mile markers on our new section of ATT and Chatham and Wake Counties installation of new mile markers on their sections. The entire trail will be marked from north to south in sequence.
- DPR staff participated in the 2014 Back to School Party Youth Resource Fair at the Durham Rescue Mission in partnership with the Durham County Juvenile Crime Prevention Council.
- With the support of DPR, the Center for Employment Training (CET), hosted a town hall meeting with the Walltown Community at the Walltown Park Recreation Center. The mission of CET is dedicated to fighting poverty and dependence on public aid by making quality skill training available to adults of all educational levels and backgrounds, especially those most in need and hardest to serve.
- This year Edison Johnson Recreation Center collaborated with several youth, teen, and young adult organizations on community service projects to enhance the Edison Johnson campus:
 - ◇ In March, a group of students from the University of Georgia completed a service project by working in the Edison Johnson Intergenerational Garden. The team combined resources, energy, and skills to weed the twenty-two raised beds in the garden. **(Photo 4)**
 - ◇ “Durham Girls on the Run” inspected books that were donated to the center’s School Age Care Program. They made sure that North Carolina licensing guidelines were being followed, and that the books were age appropriate.
 - ◇ Girl Scout Troop 1621 applied their skills to the construction of two beautiful rain barrels which they donated to Edison Johnson. The barrels collect rain water for the plants in the flower beds. **(Photo 6)**
- DPR partnered with the National Children’s study to host a free Reading ROCKs event on May 14 at Holton Career and Resource Center. The event promoted literacy for ages toddler to 10 years old, with family participation. **(Photo 2)**

Community Partnerships, continued

- In August, DPR Aquatics offered a five-day “Swim Safe” program for children, ages 3 – 13, at the Campus Hills Pool. This program was co-sponsored by Safe Kids Durham County and was offered free of charge. The target populations were families living in northeast central and southern areas of Durham. **(Photo 3)**
- Twenty-three volunteers from State Farm Insurance (the Better State Crew) worked in Long Meadow Park on October 26, 2014. The volunteers repainted the lines on the basketball courts, painted basketball backboards, and picked up litter. **(Photo 5)**
- On November 8, DPR attended a block party of the Glenbrook, Evergreen and Kerrwood neighborhoods. DPR staff hosted an information tent and provided activities for the neighborhoods. Staff shared information about the application process for a KaBOOM! Community Build Playground project for Red Maple Park. Residents interested in supporting this application were asked to provide contact information; 39 residents asked to be included in the application process.
- On November 24, 229 families in the Cornwallis neighborhood were provided Thanksgiving dinner supplies, including frozen turkeys, canned goods and non-perishable items. This was provided through a positive working partnership between the organization Thanksgiving Blessing, the Durham Housing Authority, and DPR’s Weaver Street Recreation Center. **(Photo 7)**

Programs



Programs

AQUATICS/ATHLETICS

- On Friday, July 18, Edison Johnson Aquatic Center held its first family-friendly **Dive in Movie!** The featured presentation was The Little Mermaid. Swimmers were allowed to bring an inflatable device to float on during the movie. There were about 145 patrons who came out to enjoy the show. **(Photo 1)**
- The first annual **Youth Volleyball Clinic** was held on Saturday, February 1, 2014 at Walltown Park Recreation Center. More than 35 youth ages 9-14 participated in this event. Duke's Women's Volleyball team conducted this clinic along with their coaches. This clinic is one of many that will be held in the future.
- DPR Athletics Unit ran a very successful tennis tournament on June 14 at Rock Quarry Park. There were 115 participants in the **USTA-sanctioned Junior Futures Tournament. (Photo 6)**

CARE PROGRAMS

- DPR's **Summer Camp** programs were held June - August, 2014. DPR served 858 individual children throughout the season. **(Photo 5)**
- NCCU students enrolled in the Parks, Recreation/Sports, and Leisure Services Agencies course worked with the **Intersession program** held at the I.R. Holmes, Sr. Recreation Center at Campus Hills Park. Students were challenged to develop engaging science programs for the youth. Examples of some of the projects include creating lava lamps and making bouncy balls.

WELLNESS/FITNESS

- UNC Center for Health Promotion and Disease Prevention selected Walltown Park Recreation Center as a site for the **Veggie Van Program**. The Veggie Van works with churches, child care centers, community organizations and other non-profits to deliver boxes, on a weekly basis, of fresh, locally grown fruits and vegetables to people in our community who have limited access to these products. The program announced in 2014 will be implemented January 2015.
- Edison Johnson Recreation Center had a **Lets Move theme week for summer camp** June 30-July 3. They adopted First Lady Michelle Obama's Let's Move program and danced as part of their morning aerobics. They tracked the student's steps with pedometers and walk across America.

Programs, continued

TEENS

- Weaver Street Recreation Center hosted the annual **Campus to Campus College Tour** during Durham Public Schools' spring break April 14-17. The program, offered in conjunction with the Mayor's Office on Youth Teen Center, provided teens a chance to meet with admission counselors, student ambassadors, financial aid/scholarship staff, and also to tour the participating Universities. This year's tours included: Gardner Webb University, Catawba College, Johnson C. Smith University, Queens University of Charlotte, East Carolina University, Old Dominion University, and Norfolk State University. **(Photo 3)**
- DPR offered the 14th annual **Durham Aquatics School (DAS), a free lifeguard training certification course.** This year a DAS "Weekender" course, comprised of two full weekends (Friday – Sunday) was also offered for students who attend schools that are not on the Durham Public Schools schedule. As a result, a total of 37 lifeguards were certified, and 20 of the DAS graduates applied for employment with DPR. **(Photo 4)**
- DPR hosted the **3rd Annual Teen Leadership Conference** at Edison Johnson titled "Transformers: Changing a Generation One Leader at a Time," during Spring Break, April 14-17. Teens from diverse backgrounds explored significant social issues, shared their experiences, developed life skills, built character, and developed strategies for improving their communities. **(Photo 2)**
- Over Spring Break, DPR hosted a 3-day **Job Readiness program** at Walltown Park Recreation Center for 15 teens. Volunteers from the City of Durham Finance Department, DPR, and NC Real Enterprises guided participants through the process of creating their own business. Participants learned about marketing, finance, business planning, and presentations. At the conclusion of the program, each of the four teams presented their ideas to a panel of business experts which included representatives from Cisco Systems, Deloitte & Touche' Professional Services Firm, the City of Durham, and the former President of Wake Forest University Hospital who currently serves as a member of the North Carolina House of Representatives.
- The **DREAM Showcase** at Holton Career and Resource Center was held on December 15. Teen and youth participants showcased several performing arts programs at the center as well as groups from Lyon Park and other performing arts groups. There were a combined 700 performers and audience members.

Programs, continued

OUTDOOR RECREATION

- DPR staff managing the recreational use of the **City Lakes** hosted a “**Grand Opening**” party at Lake Michie on Mar 29 to introduce new fishing and boating activities that were offered at the lake this season.
- Outdoor Recreation held a **campout for DPR summer camp sites at West Point on the Eno Park** on August 12. Seventy-four campers participated in camping activities such as a night hike and s'mores.
- Outdoor Recreation held a **Community Campfire at Trinity Park** on Sept 12. Seventy-five people were in attendance.

Events



Events

- The **2014 African American Quiz Bowl** was held on February 22, 2014 at the Holton Career and Resource Center. Teens competed among their peers to showcase their knowledge of the contributions African Americans have made to society.
- The **2014 Durham Earth Day Festival** allowed the greater Durham community to come out to enjoy the sunshine and provided fun activities for all ages. The Hillside High School Marching Hornets provided an electrifying performance as one of the many musical acts. Freedom's Groove Band, a jazz band consisting of US Army service men and women, were also one of the highlights of the day. Multiple local and regional vendors showcased their wares at the Earth Art Market, offering various ecofriendly crafts and goods such as soaps, lotions, and jewelry. TROSA hosted a "pop-up" shop selling gently used clothes and other small household items. Kids had a blast in the Kids Zone, where there was face painting, hands-on building projects from Home Depot, and seed planting activities. They also learned to make instruments and costumes using 100% recycled materials. **(Photo 3)**
- The **2014 Durham Senior Games** attracted 167 participants. The two-week long event was held April 21 - May 3. There were 20 Senior Games category events: basketball shooting, track and field, horseshoes, croquet, table tennis, tennis, racquetball, bowling, golf, bocce, corn hole, shuffleboard, swimming, badminton, billiards, cycling, and a fun walk to name a few. **(Photo 4)**
- Durham Parks and Recreation hosted the national award winning **45th Annual Bimbé Cultural Arts Festival** on May 17, 2014 at Rock Quarry Park. Attendance was estimated at well over 10,000 for the day. **(Photo 1)** There were also three weekday events held leading up to the event:
 - ◊ May 14, **Bimbé Old School Block Party** – at the softball field in Lyon Park; 150 in attendance.
 - ◊ May 16, **Bimbé Alumni Basketball Classic** – at Riverside High School; 250 in attendance.
 - ◊ May 17, **Bimbé Teen Skate Party** – Wheels Family Fun Center Roller Skating Rink; 29 in attendance.

Events, continued

- On Saturday June 28, about 650 people participated in the **Walltown Reunion**. The day started off with a parade that included DPR Staff, Urban Ministries, Walltown Cheerleaders, P-Storm band, and the Walltown community. Attendees also enjoyed music and entertainment, face painting, cotton candy, snow cones, and of course hot dogs, hamburgers, chips, and drinks.
- DPR hosted **Rock the Park**, an outdoor music and movie series, June - August 2014. The series included three concerts held at Duke Park, Rock Quarry Park, and Forest Hills Park, and three movies held at Durham Central Park.
- DPR's Aquatics and Canine Recreation units held **Pooch Plunge** at Hillside Pool on Saturday, August 16. The pool remained open one extra day to allow dogs and their owners the opportunity to enjoy the water together, before it closed for the season. They frolicked in both the pool and in the spray ground. A total of 65 dogs participated, accompanied by over 100 humans. **(Photo 5)**
- The 10th annual **Latino Festival** took place on Saturday, September 27 with 2,000 participants. **(Photo 6)**
- The 11th annual **Woofstock** was held at Southern Boundaries Park on Sunday, October 5. The event provided an opportunity for local canines and their owners to participate in the Skyhoundz NC State Canine Disc Championship, watch canine demonstrations of Treibball and Flyball, play games, and visit dog-related vendors. There were an estimated 1,500 people in attendance.
- On October 11, DPR hosted the **Leigh Farm Park Grand Opening**; approximately 200 people attended the event.
- What would have been the 9th Annual Unity in the Community Day was reborn as the 1st Annual **DisABLE the Label** event at the Holton Career and Resource Center on Saturday, October 4. The event, which celebrates Disability Awareness Month, featured local groups and organizations that provided information on disabilities or disability support services. Attendees participated in various adapted sports including wheelchair basketball and tennis, sit volleyball, bocce, and fishing. In addition, demonstrations of Buddy Soccer, Challenger Flag Football, and Adapted Kickball took place on the field. The kids play area was filled with games, crafts, and face painting. Event MC Bernadine Prout kept the record-breaking 600+ attendees engaged as they were entertained with performances by Durham's own YAH Line Dancers, Khorl Bledsoe, KidzNotes, and Golden Genies. Sign-language performance group Signisations, and miming performance group Calvary's Anointed Mime Ministry amazed the crowd.

Events, continued

- **Camp-out Carolina** was held on October 25 at West Point on the Eno Park. Despite having to be rescheduled due to bad weather, 50 people attended.
- The 26th annual **Hallow-Eno** event took place at West Point on the Eno Park on Friday, October 31st. There were over 700 people in attendance.
- A **Remembrance Day** event was held at the Vietnam Veteran's Memorial Site at Edison Johnson Recreation Center on November 8, to honor and remember the men and women who fought for our country.
- The **Holiday Fun Fest** was held on December 6, 2014 at the Durham Armory. Staff made the decision to move the event indoors due to inclement weather. Attendance at the event was estimated to be 2,000.
- The **Senior Holiday Party** was held at the Sheraton Imperial Hotel on December 9, 2014. The annual event for citizens age 55 and over was well attended with 623 tickets sold. **(Photo 2)**
- **Santa Paws** was held on December 12 at the Durham Armory. Over 150 people came to have their pooch's pictures taken with Santa. Participants also enjoyed a canine obedience demonstration, shopped at the Pet Market, and donated to the canine food and toy drive that benefited APS of Durham.
- West Point on the Eno Park hosted a **Christmas Open House** on December 14. Over 200 people attended.
- **Kwanzaa Celebration** was held at Holton Career and Resource Center on December 30, 2014 with an estimated 245 participants.

National Awards/Recognition

2014 PLAYFUL CITY USA COMMUNITY DESIGNATION



KaBOOM!, a national non-profit dedicated to bringing play back into children's lives, honored Durham, as a Playful City USA for the sixth straight year. The nationwide announcement by KaBOOM! was made in May 2014. The honor is Durham's ongoing commitment to play and "for being a pioneer in play, investing in children, and believing in the vision of a great place to play within walking distance of every child in Durham, North Carolina."

A DPR-led team attended the second annual 2014 Playful City USA Leader Summit in Chicago, IL October 23-24, 2014. Durham was one of 12 cities invited to present a Bold Goal and Big Idea that would significantly increase the playability of our city. The team developed a plan to promote the use of elementary school playgrounds during weekends and school breaks. The plan was well received at the summit and the team will reconvene to set next steps to implementation.

Team Members for KaBOOM!'s 2014 Playful City USA Leader Summit:

Mayor Bill Bell, Councilman Steve Schewel, Rhonda Parker, Beverly Thompson, Rosetta Radtke, Annette Smith, Cynthia Booth, Laura Nickel, Branson Kimball, ABC11, Tim Carr, Heery/DPS, Larry MacDonald, DPS, Michelle Brossette, DPS, Kate Turner, DPS, David Reese, EDCI, Michelle Wells, NC Recreation and Parks Association, Cheryl LeMay, RAC and Resident., Teka Dempsey, Alliance for Behavioral Care. DPR has also extended invitations to the Durham County Health Department and Durham Partnership for Children.

DURHAM IS #23 OF THE FITTEST CITIES

The Active Times (www.theactivetimes.com) named Durham #23 of America's Fittest Cities.

The name of this city's Parks and Recreation Blog says it best: "Get Outdoors, Durham!" The city offers parks, trails and waterways for outdoor recreation and calls on residents to help with the upkeep. All that community service could be the reason Durham ranks well in exercise and residents rank high in the healthy weight category.

National Awards/Recognition

ACCREDITATION

In April 2014, the National Parks and Recreation Commission for Accreditation of Park and Recreation Agencies (CAPRA) released a new edition of standards. CAPRA evaluates agency oversight of various areas including goals, objectives, planning, finances, programming, facilities, land use, volunteer recruitment, risk management and public safety and is based on an agency's compliance with 151 standards. DPR has been accredited by CAPRA since 2008 and is one among 8 accredited agencies in North Carolina and only 140 in the nation.



National accreditation through CAPRA is an extensive multi-year process, which includes the completion of an application and detailed self-assessment report, a site visit by a committee of experienced park and recreation professionals, and a final assessment completed by the agency and CAPRA. DPR completed these required steps and was reaccredited in October 2013. In the four years between onsite visits, we are required to submit an annual report that addresses our continued compliance with the accreditation standards.

Annual accreditation report submitted in January 2014.

Accredited Agencies in NC

- | | |
|-------------------------|--------------------------|
| 1. City of Asheville | 5. City of Durham (2008) |
| 2. City of Greensboro | 6. City of Salisbury |
| 3. Mecklenburg County | 7. Town of Cary |
| 4. Town of Kernersville | 8. Town of Morrisville |

State & Local Awards/Recognition

- The **NC Recreation and Park Association (NCRPA)** awarded **Councilman Steve Schewel the Distinguished Legislator Award**. The Distinguished Legislator Award honors a current or former elected official of a federal, state, county or municipal government body who has demonstrated an outstanding contribution to the general field of recreation and parks on a national, regional, state and/or local level. The award was presented at the NCRPA Annual Conference in Wilmington on September 22, 2014.



- Durham Parks and Recreation was selected as the **Outstanding Parks & Recreation Department for 2014 by the North Carolina Division of the United States Tennis Association**. This award was presented at an awards luncheon in Greensboro, NC on October 4, 2014.
- On April 29 2014, **residents John Goebel and Marian Webb were recognized for their extraordinary volunteer service and contributions** to the Durham Parks and Recreation Department at the **40th Annual Key Volunteer of the Year and Governor's Volunteer Service Award** luncheon sponsored by the Volunteer Center of Durham. John is responsible for the coordination of several projects in Sandy Creek Park including the recently completed Wildlife Observation Deck. Under his volunteer leadership Sandy Creek Park has been transformed from a park with few amenities into the thriving environmental resource facility that it was originally planned to be. Marian is an instructor for the Vision Impaired Programs (VIP). She coordinates the Braille and needlecraft classes held weekly at the WD Hill Recreation Center.

State & Local Awards/Recognition

- **Durham Parks and Recreation received the Keep Durham Beautiful Award for the renovations of Sandy Creek Park.** This award is presented as a part of the Golden Leaf Awards. John Goebel, Volunteer and Chair of the Durham Open Space and Trails Commission, and Rosetta Radtke, Senior Planner, accepted the award on behalf of the Department.
- The sculpture installation at Forest Hills Park was recognized as the co-winner of the **Peoples Choice Award** of the Golden Leaf Awards.
- Sandy Creek Park has recently been certified as a **Monarch Waystation, a National Wildlife Federation Wildlife Habitat and a NC Native Plant Habitat.** These certifications are due to the efforts of volunteer, John Goebel, who completed the applications and donated the application fees.



CEREMONIAL ITEMS

- The annual Earth Day Proclamation was presented at the April 21 City Council Meeting.
- At the City Council Meeting on May 5, a proclamation was presented for Older Americans Month.
- A proclamation was presented at the June 16 City Council Meeting announcing July 2014 as National Park and Recreation Month in Durham. The Director extended an invitation to the Recreation Advisory Commission to join her at the meeting.
- A proclamation for recognition of October as National Disability Employment Month, on behalf of DPR, OEWD, EOEA and the Mayors Committee on Persons with Disabilities, was presented at the September 15 City Council meeting.

Recreation Advisory Commission

The RAC's annual report (2013) was presented to City Council at the April 10, 2014 work session.

The Recreation Advisory Commission hosted a meeting with over 55 residents from the neighborhood surrounding Red Maple Park on August 13, 2014 from 5:00-7:00 p.m. The purpose of this meeting was to gather resident input on what types of amenities and improvements DPR can make to the park that would result in increased neighborhood usage.

In response to the Red Maple Park Community meeting, DPR has provided the following to the community: installation of a grill and a new picnic table in the shelter, worked on the basketball court to get rid of the weeds and try a seal coat to see if it helps the surface, repainted the lines, and will leave the porta john in the park as a pilot.

Individual RAC members volunteered at many DPR events and programs to help educate the public and advocate for DPR. DPR produced a marketing brochure on the RAC to help in this endeavor.



Professional Staff

Certified Park and Recreation Professionals:

Rhonda Parker, Director
Joy Guy, Assistant Director
Jason Jones, Assistant Director
Robert Jennings, Park Superintendent
Gina Morais, Recreation Manager
Jeff Forde, Recreation Manager
Sarah Hogan, Recreation Manager
Audrey Gill, Recreation Manager
Steve Jones, Recreation Supervisor
Andre White, Recreation Supervisor
Travis Barbee, Recreation Assistant Supervisor
Anne Nicholson, Sr. Aquatic Specialist
Michelle Burger, Administrative Analyst
Louis Coleman, Facility Maintenance Supervisor

{14}



Many staff maintain certifications that are essential to the daily operations of the department:

- Certified Pool Operators
- Aquatics Facility Operators
- ACCT Certifications for High and Low Ropes Facilitation
- BSAC Trainer Certification
- Pesticide Application Certification
- Multiple instructional certifications (i.e. Lifeguarding, Aerobics, Personal Trainer, Arthritis Exercise, etc.)
- Certified Technology Liaisons

Certified Arborist

- Rosetta Radtke, Senior Planner

Certified Planner

- Beth Timson, Assistant Director
- Rosetta Radtke, Senior Planner

Certified Playground Safety Inspector

- Michelle Burger, Administrative Analyst
- Gina Morais, Recreation Manager
- Robert Jennings, Parks Superintendent

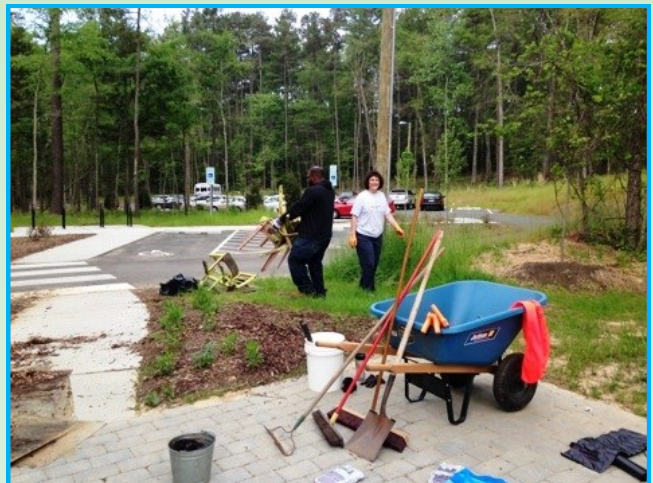
Certified Therapeutic Recreation Specialist

- Sarah Hogan, Recreation Manager
- Ann Marie-Strike, Special Programs Assistant Supervisor

Professional Staff

DPR “GIVES BACK” TO OUR COMMUNITY HIGHLIGHTS

- On May 6, DPR staff joined together for a work day at Leigh Farm Park. Staff spread mulch, removed weeds, planted wildflower seeds, painted an information kiosk, picked up litter, and recovered an overgrown grape arbor. The work was done in preparation of opening the park to the public.
- Donations of cleaning supplies, toiletries, and canned/boxed food from DPR staff were collected and delivered to the Ronald McDonald House of Durham (from their “wish list”) in December 2014.
- In December, DPR hosted a Dine for a Cause fundraiser at Ruby Tuesday, as part of the 7 Stars Employee Giving Campaign. The event raised \$140 for Ronald McDonald House of Durham



96

**Volunteer Hours Recorded by
DPR Employees through the
City's Volunteer Leave Policy**

Staff Development

- On June 13th and 14th, 2014 Durham Parks and Recreation Care programs staff (full-time and part-time) all participated in the **PLAYWORKS Education Energized** training. We had 160 combined staff participate in at least one of two workshop days. DPR chose two workshops to focus on: "Power of Play" and "Group Management." During the Power of Play training supervisors were empowered to set the right tone for this summer, they learned how to be models for the rest of their summer camp teams, walked away with strengthened group management strategies, and now have a better understanding of the value of play. The second training series was designed for full and part-time staff to become more comfortable in their role in camp. They walked away with a new menu of group games, cooperative games, and transitional games. All staff received group management and best implementation strategies. This was all done through active games and discussions. Participating in these trainings gave DPR staff new skill sets, ideas, and hands-on learning so they could offer the best summer camp experience for the participants that we serve.

- Several instructional sessions were facilitated by DPR staff at the 2014 NC Recreation & Parks Conference in Wilmington Sept 22-23, and the National Recreation and Park Association Congress in Charlotte October 14-16.



- The Fourth Annual LeadHERship Conference was held in April at the Embassy Suites in Cary. These conferences are hosted by Recreation Resource Services, and each year they attract 100+ attendees from across the state. The conference is designed to motivate and empower women, in both their personal and professional lives. They feature successful women who share their "personal story" of how they reached their goals. This year's attendees were: Audrey Gill, Meghan Rodriguez, Kathryn Mathias, Ann Marie Strike, Amy Reinhart, Niki Cherry, Bonita Richardson, Pam Sellars, Michelle Blume, Diane Thorne, Michelle Burger, Chiquita Parks, and Jessica Leff. Rhonda Parker served as a panelist during one of the sessions.



Employee Recognition/Awards

- Meghan Rodriguez, a former DPR staff member in the Special Programs, Mature Adults and Inclusion unit received the 2014 Individual Therapeutic Recreation Services Award from the Therapeutic Recreation Division of the NC Recreation and Parks Association. The award was presented at the Division Annual Conference Banquet on April 7.
- Cathy Baldwin received the 2014 USTA Jr. Tennis Team Local League Coordinator of the Year Award. She was recognized because of her outstanding ability to grow Durham's tennis programs and build community partners. DPR also received the Outstanding Parks & Recreation Department for 2014 by the North Carolina Division of the USTA.
- DPR's new Assistant Director for Recreational Programs, Jason Jones, began working with the City on September 15.
- Rhonda Parker was interviewed and featured in the quarterly newsletter of the National Children's Study Regional Operations Center East.
- Maintenance and custodial staff completed a 10-hour OSHA safety certification training program in 2014.
- Jeff Forde, Recreation Manager, was appointed to the Durham County Juvenile Crime Prevention Council as the representative for Durham Parks and Recreation.
- Kendrick Vann, Akwari Roberson, and Sharmar Artis were recognized for their efforts to provide First Aid during a life threatening situation at Lyon Park in March. Rhonda Parker presented them with certificates of commendation at the April All Staff Meeting.



RETIREES

- Beth Highley retired after a 31 year career with the City of Durham Parks and Recreation Department. A celebration in her honor was held 2/27/14.
- Clara Blunt, Recreation Specialist, retired December 31, 2014. She began working with us over seven years ago as a part-time Master Program Specialist, and was hired full-time two years later. Clara has been a driving force in the building of Mature Adult programs and services, coordinating many trips, outings, and fitness programs.
- Linwood King, Senior Laborer also retired December 31, 2014 with over 14 years working for the City of Durham.

Employee Recognition/Awards

CITY'S SEVEN STARS RECOGNITION PROGRAM

DPR Employees recognized in 2014 through the City's Seven Stars Program:

- February – Beth Highley, “Leadership”
- April – Ryan Sailstad, “Fairness”
- June – Barbara Richardson, Sinoda Brown, and Cicely Parrish – “Open Communication”
- July – Patricia Coates, “Open Communication”
- December—Danny Blake, Floyd Wiggleton, James, Lewis, Eric Jones, Dwight Powell, and Charles Stanfield, “Teamwork”

DPR EMPLOYEE OF THE MONTH AWARDS

This staff monthly recognition program was implemented in 2011 and is managed by our Service Area Leaders (SALs) Committee, comprised of primarily Recreation Supervisors and key staff representing each work unit within DPR. These monthly awards are determined through peer nominations and confirmed by the Director.

- January – Rosalie Bocelli-Hernandez, “Service to Self”
- February – Patricia Coates, “Money Saver”
- March – Jenn Wunderle, “Going Green”
- April – Marvin Hudson, “Integrity”
- May – KaSandra Bryant, “Service to Co-Workers”
- June – Akwari Roberson, “Customer Service”
- July – Danny Blake, “Teamwork”
- August – Travis Barbee, “Teamwork”
- September – Lindsey Clark and Sherita Anderson “Leadership”
- October – Agustin Sanchez, “Service to Community”
- November – Sinoda Brown, “Customer Service”
- December – Brandon Reed, “Service to Community”

SALs hosted a celebration in honor of all 2013 Employee of the Month winners on May 9, 2014. The Las Vegas-themed event included a catered lunch, special guest speaker Bo Ferguson, and a video presentation by Rhonda Parker. Tammy Brown served as the MC.



Employee Appreciation

REVISED PART-TIME PAY PLAN

In July 2014, DPR's FY15 budget initiative on our Part-time Pay Plan, approved by City Council, was implemented. The initiative accomplished the following:

- increased the minimum wage (base rate) of the part-time pay plan from \$7.25 per hour to \$8.00 per hour
- maintained the "structure" of the pay plan by increasing the base rate of other part-time positions by \$0.75 (excluding those considered commensurate with full-time positions and those with minimum pay already exceeding the Durham Minimal Livable Wage)
- maintained the structure of the 3% step increase in each of the 5-steps within each position.

MAINTENANCE RODEO

On Friday, October 31, the Maintenance unit hosted a Maintenance Rodeo at the new Operations Center and Southern Boundaries Park. Staff enjoyed lunch together, which included fresh grilled hot dogs, fixings, chips, and desserts. After lunch, the games began at Southern Boundaries Park. Teams competed in four games: toilet plunge, bottle toss, set-up challenge, and a leaf blower maze. The games highlighted some of the tasks that the maintenance and custodial staff do on a daily basis. The games concluded with a litter grabber candy pick-up. Everyone also had an opportunity to drive a ZTR mower around an obstacle course in the parking lot.



BROWN-BAG LUNCH WITH CITY MANAGER

On Wednesday, August 13, Tom Bonfield, Bo Ferguson, Rhonda Parker, Joel Reitzer, and several other members of other city departments came by the DPR Operations Building for the Brown Bag Lunch with the City Manager.



Employee Appreciation

EMPLOYEE APPRECIATION EVENT

DPR hosted its annual Employee Appreciation Event to recognize and celebrate individual and departmental successes on Friday, December 16, 2014. After last year's success, we also combined the employee appreciation event with the department's annual Holiday staff event this year. Staff participated in ugly sweater contests and had hot chocolate. The event also provided an opportunity for staff to participate in the tradition of giving back to our community by donating items to be provided to the Ronald McDonald House.

DPR Director, Rhonda Parker, presented 8 awards to employees as part of the annual DPR Employee Appreciation Event. All DPR full time employees and part-time employees with benefits were eligible for the awards and were invited to attend the annual event.

Awards were given to employees selected by their peers to have demonstrated each of the individual values, as identified by DurhamFirst:

Integrity – Beth Timson (Administration) and
Brandon Reed (Weaver Street)
Customer Service – Felicia Griffin (Walltown)
Teamwork – Jonathan Ray (Walltown)
Leadership – Amanda Johnson (Walltown)
Open Communication – Cicely Parrish (Park Maintenance)
Fairness – Rukea Womack (Events/Holton) and
Jeffrey Forde (Heritage Parks)
Our Employees – Amber Walker (Events)
DPR Play More Award – Kenneth Jeffers (Park Maintenance)

DPR also annually recognizes persons or agencies that have provided exemplary customer service, going “above and beyond” to support our department in accomplishing our mission. This year, DPR recognized Iyare Ibanez Cuevas from the General Services Department (Custodian for the DPR Administration Building) and Dana P. Hornkohl from the Public Works Department (storm water/drainage issues in parks).

